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Recommended Citation

University of Dayton. Faculty Affairs Committee, "Faculty Affairs Committee Minutes of the Academic Senate 2015-12-03" (2015). *All Committee Minutes*. 216.
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Approved FAC meeting Minutes

December 3 2015

November 19 2015 Meeting, Minutes approval

Guest: Anne Biswas

There was a discussion of the ECAS report of progress. The main discussion topics were the following questions:

What we are doing and why we are doing it?

What are faculty roles at a university?

What would the faculty look like in your ideal world?

Mark: Faculty are the university and admin should support them in their activities. Outreach activities should be included in their activities.

Faculty are not rewarded for engagement and therefore may decouple from it.

Joe M.: Faculty role teaching and extending knowledge in their discipline perhaps by doing research. In math non-tenure line faculty do not have terminal degrees in math.

Kathy: Conversations on ranks people try to balance teaching and scholarship. Adjuncts are not present long enough to build community relationships.

The discussion was expanded to include the other non-tenure lines that also have a stake in the outcome of our clinical faculty

Anne: The number of lectures (as a percentage of total faculty) is high. Most faculty want to be engaged, adjuncts may have multiple jobs without benefits and don't have the time to be engaged. Close to 50% lecturers in English.

Kathy: Many lecturers have PhDs. Many faculty don't have space to conduct research. There is lots of advising for the faculty. Lecturers would be better integrate if they interacted with the students. Tenure faculty typically teach 3-3. Lecturers were given a reduced load (3-3) and added advising to their job requirement. Faculty determine what the department needs are and form the requirements for lecturers.

Cathy: Loss of a tenured faculty line to a lecturer designation. Temporary jobs would fit a lecturer type position. Library faculty salaries are \$10k less than the floor of faculty on a 12

month basis. Raises are an issue and they should demonstrate by some measures their quality.

Andy: Law Library faculty are tenured and the process involves a member from the Library on the committee. There are many challenging questions for the law school. Three categories: adjuncts (usually lawyers), equivalent of lectures 403b (?) contract faculty – they have a strong sense of connection with UD Law – they make much less money than tenured faculty with the same teaching load, but some are on committees and writing papers; That creates a problem. Tenured faculty form the third group. Clinical faculty are also

Joe H: UD is more inclusive with lecturers and adjuncts than other peer schools. The cultures at other schools have not kept up with the changing demographics of university faculty.

Joel: Lecturers teach lab type course that require a lot of time out of their day.

Caroline: It is problematic that at a Marianist school we are using lecturers to help with the bottom line. It comes to a decision on how UD will perceive all ranks of its employees.

The lecturers should understand what their roles are and what is expected. The job should be clearly laid out in the letter of hire. E.g. it will not be turned into a tenure track position. There should be no unrealistic expectations of future employment conditions. They also should have no expectation of service.

Lecturers should be supported by faculty so that they can grow professionally. We shouldn't have a caste system where lecturers have no voice.

Mark: Lecturers have no publication or research expectation. Faculty are expected to do research and publish papers.

Emily: Full time teaching faculty should be included in meetings. We should start with representation in departments. This is especially true in matters of curriculum.

Emily: We need to get the descriptions done for the faculty handbook.

Caroline: Sometimes the tasks are rushed and we should do a thorough job with the issue.

Future 2 hour meetings January 21, Feb 4:

Feb 18th date may be changed. The Easter week meeting is to be changed.

Clinical faculty titles changed to Courtesy Appts.

UC title Field Service Appointment: Field Service Instructor ? Preceptor?

Not putting a name on the courtesy apt open the door for chaos in the names for positions in each unit.

Field Work Supervisor is one suggestion as a name for courtesy appointments.

More discussion:

Clinical faculty titles are used across campus. We need to have a description that satisfies all possible stakeholders.

Loyola Marymount has a clear description of clinical faculty description. It could serve as a model.

Action items:

Write up Courtesy Appt. description will be done by Joe M. and Emily.

UD T&P policy will be looked at next semester

Andrea and Corinne will write a rough draft of the Clinical Faculty write up.